



## Marine Air Control Squadron 2 Commanding Officer's Policy Statement on Safety



MACS-2 is once again engaged in combat operations in Afghanistan and is supporting operations and exercises here in the United States and around the world. Combat operations are inherently dangerous; however, the ever-present dangers of the enemy and high operational tempo do not preclude leaders of Marines from focusing on operations risk management and safety. A careless and preventable accident can be as damaging as the actions of a determined enemy.

Leaders have an inherent responsibility to take care of the Marines and Sailors under their charge, and every Marine or Sailor, regardless of rank, has the responsibility of taking care of their fellow brothers and sisters in arms. MACS-2 will take a common sense approach to every operation and evaluate every action, however routine, with an eye toward risk management and safety.

Marines will use both the formal and informal processes of operational risk management.

### **Bottom line: Think before you act!**

Nothing is so time critical that the consequences of our actions cannot be thought through. Risk will be minimized where practical, and it is incumbent upon leaders to supervise operations, ensuring that a requisite level of risk mitigation is applied to all we do.

MACS-2's safety program will be in accordance with the Navy and Marine Corps Aviation Safety and Ground Safety (NAVOSH) programs. Operations Risk Management will be used to evaluate and provide mitigation to identified risks. MACS-2 Marines, Sailors, and Civilians will do all they can to lessen risk and maximize safety.

When the movement of large equipment is required, leaders will ensure an individual supervises the movement. This individual is often referred to as the "white coat". A white coat will be an individual who is not involved in the planning or execution of the movement, whose sole purpose is to monitor safety during the movement. Detachment Commanders and the section OIC's will ensure direct supervision of heavy equipment loading and unloading, and major vehicular movement with the white coat.

Marines can anonymously raise safety concerns through the Squadron's Any Mouse program; however the chain of command is available for all safety related concerns. Safety is a command responsibility, but it is also a Marine responsibility.

**Marines – use your common sense and stay safe!**

Semper Fidelis!

J.D. HANSON



## Marine Air Control Squadron 2 Commanding Officer's Policy Statement on Substance Abuse



The abuse of substance is counter to our core values of honor, courage, and commitment. Furthermore, substance abuse decimates physical and mental fitness and has devastating consequences on our families and fellow Marines. Substance abuse destroys the ability of our squadron to accomplish its mission and is counter to our ethos of taking care of our brothers and sisters in arms.

The goal of the MACS-2 substance abuse policy is to stop the damaging effects of substance abuse before it begins and to provide members of the command with information on the resources required to combat substance abuse. It also serves to inform Marines and Sailors on how to obtain assistance to break the devastating grip of substance abuse should one of our own fall victim to it.

Substance abuse includes legal substances such as alcohol, but also includes illegal substances. Regardless of the legality of the substance, the abuse of substances is not tolerated and shall be avoided.

While I am not opposed to the consumption of alcohol, MACS-2 Marines and Sailors shall consume responsibly, and only where legal. MACS-2 will not glamorize alcohol during unit functions. MACS-2 will ensure that alcohol is not served to Marines, Sailors, civilians, or family members who are not of legal drinking age. Marines and Sailors who enable minors to consume, or who do not prevent individuals who they know are minors from consuming, will be held accountable. As Marines, we must act to prevent laws from being broken and safeguard those around us rather than turning a blind eye.

As a Squadron we will also strive to prevent other destructive behaviors such as:

- Drinking and driving
- Alcoholism and public drunkenness
- Illegal substance abuse
- Illicit consumption of over-the-counter medication
- Use of any banned substance such as "Spice"
- Ingestion, in any form, of industrialized chemicals and the prohibited use of household products

If you have a substance abuse problem, or know someone in the Squadron who does, I urge you to get help. Please contact the Substance Abuse Control Officer at 252-466-4200 with any questions or concerns about substance abuse or the Squadron's Substance Abuse Control Program. Let's do the right thing, lead from the front, and look after our fellow Marines, Sailors, civilians, and family members.

Semper Fidelis!

J.D. HANSON



## Marine Air Control Squadron 2 Commanding Officer's Policy Statement on Equal Opportunity, Sexual Harrasment and Hazing



Every individual assigned to MACS-2 is critical to our success in combat. Each individual is a vital member of our team, and every Marine or Sailor with MACS-2 shares the dangers of combat equally. MACS-2 is committed to providing Equal Opportunity for everyone regardless of race, color, religion, gender, age, or natural origin.

Combat is demanding, and our mission requires teamwork. **No form of discrimination, whether on or off-duty will be tolerated by this command, including sexual harassment or hazing.** Every individual is to be valued for who they are as a Marine, Sailor, Civilian, or family member. Everyone is to be valued for the role they play within this squadron. From the most junior to the most senior member of this command, each individual will be treated with the utmost respect and professionalism.

MACS-2 Marines must understand what constitutes discrimination, sexual harassment and hazing, and do everything in their power to eliminate these behaviors from our ranks. Discrimination is defined as the illegal treatment of a person based on race, religion, ethnic background national origin, age or gender. Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Hazing is any conduct whereby one military member causes another military member to suffer or to be exposed to an activity which is cruel, abusive, humiliating, or oppressive.

**Leaders, you will foster an environment free of prejudice, disrespect, and mistrust.** The Marines under your charge must feel free to perform their duties in an environment conducive to individual achievement. **Discrimination, sexual harassment, and hazing will NOT be tolerated.** In fact, these behaviors undermine our warfighting capability by robbing individuals of the dignity and respect required for optimal performance and mission accomplishment.

Everyone must understand the chain of command and the Informal Resolution System. Marines are encouraged to resolve any situation as soon as possible, at the lowest level possible. Leaders will take every action necessary to resolve any conflict or complaint. If the situation warrants further action up the chain of command, equal opportunity issues will be raised to the next level of authority.

MACS-2 will NOT tolerate any behavior inconsistent with our core values of honor, courage, and commitment. Our moral values as Marines demand our utmost in professionalism and an environment which provides for equal opportunity for all. Our performance in combat depends upon it, and our duty as Marines demands it!

Semper Fidelis!

J.D. HANSON



**Marine Air Control Squadron 2  
Commanding Officer's  
Policy Statement on Family Readiness  
13 December 2012**



The Marines and Sailors of MACS-2 have always loyally carried out their duties, often sacrificing daily for our country. However, we should be mindful that sacrificing with us are our spouses, children, mothers and fathers. We should never forget the long periods of separation, the daily stresses of military life, and the hard work which our families provide enabling us to perform our mission.

Family readiness is crucial to our mission accomplishment and is an inherent responsibility of every Marine. Families who are knowledgeable about squadron events and prepared for military life can better bear the difficult sacrifices that they will inevitably face. Families who are connected can support each other. Military families should not have to bear the burdens of military life alone.

Assisting MACS-2 in this great responsibility is our Family Readiness Officer (FRO). Our FRO exists to support the families of this command and will assist in ensuring our families are informed and networked. I encourage you to contact the FRO and take advantage of services provided by the MACS-2 Family Readiness Program, I also encourage the use of the many resources available at our military bases.

Marines understand the leadership principle of keeping their Marines informed. Marines should extend that principle to their families. Families require information to make solid decisions and must be enabled for success. Access to credible and accurate information will be the hallmark of the MACS-2 Family Readiness Program. Preparation for deployment, support through the deployment, and assistance beyond post-deployment reunion will be provided in order to strengthen family bonds and lessen the stresses of deployment as much as possible.

Keeping our families knowledgeable, informed, and prepared is a continual process that will be part of our daily routine. Leaders will ensure that when decisions are made, families are informed when necessary and that families are continually ready for the challenges ahead. Our Family Readiness Program will assist our Marines and families during their Marine Corps journey and will make all families feel welcome as members of the MACS-2 family.

Semper Fidelis!

J.D. HANSON



## Marine Air Control Squadron 2 Commanding Officer's Guidance and Intent



**Mission** – As the MACS-2 team, we will provide combat ready expeditionary C2 capable of short notice, world-wide employment in support of MAGTF operations.

**Marines** – To be successful in the accomplishment of our mission, we must take great care in ensuring that we are balanced in our approach. The four pillars listed below are paramount for individual and unit success. Everything we do will be targeted at the following:

1. **Mental** – We will know ourselves and seek self-improvement
  - We will improve our technical and tactical proficiency
  - We will maintain our core competency as leaders and within our MOSes
2. **Physical** – We will continually strive to do our best by maintaining a high level of physical conditioning and staying within the Marine Corps' height and body weight standards
3. **Leadership** – *“foundations steeped in values, traditions, customs, and the history of the Corps”*
  - We will build strong relationships between our leaders and subordinates that are established on the basis of core values and mutual respect
  - We will realize and embrace the importance of the intangible fundamentals such as Esprit de Corps, morals, ethics, and values
4. **Family** – As we are all members of the overall MACS-2 family consisting of each other, our spouses, our children, our parents, and extended family, we must take care of each other .
  - Whether married or single, a Marine's family is a crucial component of his or her success
  - A prepared family is critically important to the overall readiness of our squadron

**Fundamentals** – We will be successful in the accomplishment of our mission by adhering to four simple fundamentals:

1. **Good order and discipline** – Know and abide by all rules and regulations on and off duty. A good Marine does the right thing, even when nobody else is around. Activities that involve hazing, sexual assault, and drugs will not be tolerated. Every Marine will be treated with dignity and respect.
2. **Accountability** – As a team, we will strive to do the right thing and ensure others do the same. As Marines, we are all accountable to the greater institution of our Corps, to each other, and to ourselves.
3. **Communication** – We must always strive for clear and concise communication up and down the chain of command, providing each other with the right information at the right time.
4. **Safety** – Each Marine is expected to perform his or her job in a safe and responsible manner – individually and as a member of a team. We must work together to lessen risk and accomplish our mission safely. We cannot lose our most precious resources - Marines - because we fail to act in a safe manner.

Semper Fidelis!

J. D. HANSON